

State of Alaska FY2004 Governor's Operating Budget

Department of Labor and Workforce Development Alaska Labor Relations Agency Component Budget Summary

Component: Alaska Labor Relations Agency

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Component Mission

To administer the Public Employment Relations Act and the labor relations provisions of the Alaska Railroad Corporation Act, thereby promoting cooperative relations between government and its employees and protecting the public by assuring effective and orderly operations of government.

Component Services Provided

- Conducts elections on union representation for collective bargaining.
- Investigates unfair labor practice complaints, unit composition disputes, representation and other issues.
- Provides mediation and conciliation services where appropriate.
- Conducts prehearing conferences, hearings, and issues decisions.
- Considers employee claims for religious exemption from the obligation to pay monthly union dues.
- Determines strike class eligibility of employees.
- Conducts periodic public meetings and training.

Component Goals and Strategies

1) ASSIST IN PROVIDING UNINTERRUPTED GOVERNMENT SERVICES TO THE PUBLIC.

- Conduct all certification and decertification elections within statutory time limits.
- Reduce the time to complete investigations and issue decisions.
- Provide mediation and conciliation services in appropriate cases.

2) REDUCE BACKLOG OF CASES.

- Continue to apply streamlined procedures to bargaining unit clarification cases to further reduce backlog.
- Continue to apply revised procedures on unfair labor practices to further reduce the time to complete investigations.

3) INCREASE AWARENESS OF PROGRAMS AND PROCEDURES.

- Conduct two public agency business meetings.
- Conduct outreach to employees and labor organizations in Anchorage, Fairbanks, and Juneau.
- Issue two agency newsletters to keep public informed of related activities, and provide training.
- Participate in monthly meetings of the Industrial Relations Research Association.

- Provide useful, current information on the ALRA website.

Key Component Issues for FY2003 – 2004

We have substantially reduced the bargaining unit clarification backlog. These clarifications determine which bargaining unit a position belongs in. Unit clarification petitions comprise about 45% of the Agency's caseload. By applying our streamlined procedures, we continue to decrease the backlog of over 300 cases that began in 1995.

All 12 State employee collective bargaining agreements expire in the first six months of 2003. These contract expirations and negotiations for new contracts usually result in an increase in disputes requiring agency action. The Agency will be challenged to provide ongoing services while also providing a forum for timely resolution of the above disputes.

Major Component Accomplishments in 2002

Reduced the backlog of petitions on the supervisory and confidential status of State employees. Emphasized resolving older cases filed prior to 1999, and resolved most of them. Decreased the number of open petitions (5 cases have been filed and 12 cases have been concluded in 2002). Investigations for newly filed cases are conducted in a timelier manner, thereby reducing the average amount of time for resolution.

Applied streamlined unfair labor practice procedures to resolve new cases more rapidly. Emphasized resolving older cases that were of a lower priority, thereby eliminating the backlog of active cases filed from 1998 to 2001. The oldest case currently under investigation was filed in April 2002. Completed four high priority unfair labor practice investigations in 2002 in an average of 52 days, surpassing the board's goal of 60 days.

Processed eight representation and decertification petitions in 2002. One petition for recognition by mutual consent resulted in a Certificate of Representation between the Matanuska-Susitna Borough School District Mid-level Management Association and the Matanuska-Susitna Borough School District. Conducted elections for the remaining seven petitions. Six of the elections resulted in the certification on an exclusive representative (Craig Teachers Association/NEA-AK, NEA; Haines Teachers Association/NEA-AK, NEA; two bargaining units for Laborers' International Union of North America, Local 942, AFL-CIO; and two bargaining units for Ketchikan Education Association/NEA-AK, NEA). One of the six certified was the result of a decertification petition filed by an employee of the Bering Straits Regional Housing Authority who sought to decertify Laborers' International Union of North America, Local 942, AFL-CIO. The employees voted for continued representation by the Laborers' Union. The remaining petition (filed by the NEA-Alaska/Yupit Education Association) was for certification of a new unit of certified employees who work for the Yupit School District. The employees voted for the choice "no bargaining representative."

Completed the amendment process for agency regulations. The regulations became effective May 18, 2002.

Conducted outreach in Anchorage, Juneau, and Fairbanks, and presented an overview of PERA to participants in the Alaska Employment Law Seminar.

Statutory and Regulatory Authority

AS 23.05.360-23.05.390
AS 23.40.070-23.40.260
AS 42.40.705-42.40.890
8 AAC 97.010-990

Alaska Labor Relations Agency
Component Financial Summary

All dollars in thousands

	FY2002 Actuals	FY2003 Authorized	FY2004 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	284.1	293.4	297.0
72000 Travel	10.3	13.0	13.0
73000 Contractual	27.6	27.6	31.3
74000 Supplies	7.7	4.3	4.3
75000 Equipment	0.1	0.0	0.0
76000 Land/Buildings	0.0	0.0	0.0
77000 Grants, Claims	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	329.8	338.3	345.6
Funding Sources:			
1004 General Fund Receipts	329.8	338.3	345.6
Funding Totals	329.8	338.3	345.6

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Proposed Changes in Levels of Service for FY2004

The Agency anticipates an increased demand for services related to contract negotiation, including the 12 expiring State employee contracts.

Summary of Component Budget Changes

From FY2003 Authorized to FY2004 Governor

All dollars in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2003 Authorized	338.3	0.0	0.0	338.3
Adjustments which will continue current level of service:				
- \$75 per Month Health Insurance Increase for Non-Covered Staff	3.6	0.0	0.0	3.6
- Transfer General Funds from Workers' Comp to AK Labor Relations Agency for Program Costs ADN0731034	3.7	0.0	0.0	3.7
FY2004 Governor	345.6	0.0	0.0	345.6

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Personal Services Information

	Authorized Positions		Personal Services Costs	
	<u>FY2003</u> <u>Authorized</u>	<u>FY2004</u> <u>Governor</u>		
Full-time	4	4	Annual Salaries	229,049
Part-time	0	0	Premium Pay	0
Nonpermanent	0	0	Annual Benefits	76,858
			<i>Less 2.91% Vacancy Factor</i>	(8,907)
			Lump Sum Premium Pay	0
Totals	4	4	Total Personal Services	297,000

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Administrative Clerk III	1	0	0	0	1
Hearing Examiner	1	0	0	0	1
Hearing Officer	1	0	0	0	1
Personnel Specialist I	1	0	0	0	1
Totals	4	0	0	0	4